

# City of Kenai, Alaska

## Benefits Overview

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### **Retirement Benefits**

- Membership in the Public Employees Retirement System (PERS), a defined benefit or defined contribution plan based upon employee eligibility upon hire\*
- Supplemental Retirement Program six months after date of hire. Employer contribution of 4% of the first \$37,500.00 of base wages earned in a calendar year
- Option to enroll in a Deferred Compensation Program

### **Insurance Benefits**

- Health Insurance Coverage 30 days after date of hire
- Employee and Dependent Coverage Available
- Employer Contribution of 87% Medical/Vision/Dental Plan Costs
- Employee Contribution of 13% Medical/Vision/Dental Plan Costs
- Employer HRA Contribution for medical deductible and prescription co-pay

### **Optional Insurance Benefits**

- Employer Paid Basic Life Insurance with supplemental coverage available for employee and dependents
- Employee-funded Flexible Spending Account (FSA) for tax savings on eligible health care or dependent care expenses
- Employee Paid Group-Based Supplemental Insurance

### **Paid Leave & Other Benefits**

- Annual Leave Accrual Rate starting at 7.3846 hours each pay period (10.3385 for certain Fire Department employees) with an accrual rate increase based on longevity
- Eleven paid holidays each year
- Paid Leave for a Death in the Immediate Family upon approval
- Employee Assistance Program
- Employee Wellness Program includes free use of the Kenai Recreation Center
- Bona Fide Employer-Sponsored Medical Leave Sharing Arrangement

\*The City of Kenai does not withhold Social Security taxes from wages earned by employees who participate in the PERS retirement system.

### **Other**

- The City will reimburse actual and necessary moving expenses up to \$10,000 subject to a transportation agreement that stipulates that the employee will reimburse the City for all or part of such expenditures in the event of voluntarily leaving City service within a period of two years.
- Hybrid and remote work are not available for this position.